

From: Karen Giffen <kgiffen@perez-morris.com>
Subject: FW: Use of tests in hiring
Date: June 19, 2024 at 9:58:30 AM EDT
To: Karen Giffen <giffen_karen@sbcglobal.net>

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From: Russell Warne <RWarne@uvu.edu> **Sent:** Saturday,
November 30, 2019 3:12 AM **To:** Bryan J Pesta
<b.pest@csuohio.edu> **Subject:** Re: Use of tests in hiring

Thank you so much! This is one of the last pieces of info that I'm
adding to my book.

-Dr. Russell T. Warne Associate Professor of Psychology Department of
Behavioral Science Utah Valley University Phone: 801-863-
5380 www.russellwarne.com
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My new study in *Educational Researcher* shows that the greater interest that Advanced
Placement math students have in a STEM major/career is due mostly (or entirely) to
greater pre-existing STEM interest. This means that offering AP math courses will
probably not cause more students to be interested in studying STEM.

Nontechnical summary at <https://link.growkudos.com/1emjfo4a2o>.
Read the full article at <https://doi.org/10.3102%2F0013189X19825811>.

New from Cambridge University Press! My textbook, *Statistics for the
Social Sciences: A General Linear Model Approach* is the only statistics
textbook that teaches undergraduates how to think about statistics in the
way professionals do. Learn more [at this link](#) or [watch a video about the](#)

General Linear Model.

From: Bryan J Pesta <b.pesta@csuohio.edu> **Sent:** Saturday, October 26, 2019 7:10 AM **To:** Russell Warne <RWarne@uvu.edu> **Subject:** Re: Use of tests in hiring

Hi Russell,

I don't have much data on this, but here's a link. If you can find the AMA survey they refer to, you'd be set! Bryan

https://www.criteriacorp.com/resources/definitive_guide_what_are_pree_employment_tests.php

See also

<https://www.mercer.com/newsroom/new-research-finds-only-one-in-five-employers-fully-confident-in-current-entry-level-job-applicant-screening-methods.html>

From: Russell Warne <RWarne@uvu.edu> **Sent:** Friday, October 25, 2019 10:18 PM **To:** Bryan J Pesta <b.pesta@csuohio.edu> **Subject:** Use of tests in hiring

Dr. Pesta,

My name is Russell Warne, and I am currently writing a book tentatively called "In the Know: Debunking 35 Myths About Human Intelligence." I am looking for information about the use of tests for hiring. Specifically, I want to know what percentage of employers use any test in the hiring process and what percentage of employers use any test of g in hiring. I haven't been able to find good recent numbers about this, which is why I'm turning to you. If you can point me in the right direction about this information, I

would appreciate it. Thanks!

-Dr. Russell T. Warne^[SEP] Associate Professor of Psychology^[SEP] Department of Behavioral Science^[SEP] Utah Valley University^[SEP] Phone: 801-863-5380^[SEP] Fax: 801-863-7089^[SEP] Twitter: @Russwarne

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